



## The Belfry Hotel & Resort Gender Pay Gap Report 2018

The Belfry Hotel & Resort is continuously taking action to evaluate policies and the drivers of the gender pay gap to ensure their effectiveness in tackling these disparities. The Belfry Hotel & Resort is an equal opportunities employer.

### Gender Pay & Bonus Gap

Difference between men & women:

	Mean	Median
Gender Pay Gap:	8.9%	-0.2%
Gender Bonus Gap:	49.1%	0%

Our figures remain significantly below the national average Gender Pay Gap for all industries in the UK (17.9%).

Proportion of employees who receive bonus pay

Male	38.2%
Female	49.6%

We pay bonuses to a higher number of females than males owing to the shape of our workforce.

### Pay Quartiles

	Male	Female
Upper Band	54%	46%
Upper Middle Band	37%	63%
Lower Middle Band	51%	49%
Lower Band	42%	58%

## How we will continue to take action to close the gap

- Continue to hire the best person for our positions using structured interviews for recruitment and promotions ensuring candidates are all asked the same questions and responses are graded using standardised criteria.
- Stipulate if salaries are negotiable for job roles to encourage such behaviour.
- Offer mentoring across the resort to enhance career progression opportunities and ensure all employees are supported to reach their full potential, including the creation of networking opportunities where team members can meet to share career advice.
- Make readily accessible family friendly policies and encourage shared parental leave.
- Improve workplace flexibility for men and women by allowing people to work flexibly where possible and encourage senior management to be role models in this regard.
- Consider our gender balance when reviewing the composition of managerial and senior roles so there is a greater balance between genders across the resort.

Our Gender Pay Gap figures have been calculated in line with the regulations set out in the Gender Pay Gap reporting legislation. I confirm that these figures have been verified and are accurate.



**James Macbeth Stewart**

**Resort Director**